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Government
Publications

A Provincial Overview

School Board/Teacher
Collective Bargaining
1982-83

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Vol. 4 No. 4

Education Relations Commission

March 1983

1982-83 NEGOTIATIONS UPDATE

Settlements: As of March 24, 1983, 27(13.5%) of 200 possible sets of negotiations remain unsettled for 1982-83 (5 Elementary, 21 Secondary, and 1 RCSS), which represent 15.5% of the 168 situations actually negotiating in this round of bargaining (excluding Oxford Sec., which has not concluded negotiations which commenced during the 1981-82 round of bargaining). At this time last year only 7 of the 138 situations negotiating for 1981-82 remained unsettled.

Fact Finding: As of March 14, 1983 the fact finding process ended for 1982-83. Compared to the previous round of bargaining, a slightly greater percentage of negotiating situations resorted to fact finding and of those, there was a greater likelihood of the process continuing to public release of the report.

	1981-82	1982-83
Total Situations	200	200
Situations Negotiating	138	168
Fact Finding Appointments	44	60
F.F. Reports Written	35	51
F.F. Reports Public	28	47

Votes: Last offer votes have been held in the following jurisdictions:

Durham Sec. (Feb. 17/83)	97.5% to reject
Renfrew Sec. (Feb. 10/83)	84.5% to reject
Sudbury Sec. (Mar. 17/83)	86.0% to reject

Bad Faith: The following Branch Affiliates have filed requests for determinations regarding good faith bargaining:

Bruce Sec. (Feb. 28/83)
Dufferin Sec. (Mar. 10/83)
Durham Sec. (Jan. 28/83)
East York Sec. (Mar. 16/83)

RECENT APPOINTMENTS TO ERC COMMISSION AND STAFF

Donald Stewart Felker, of Toronto, has been appointed member of both the Education Relations Commission and the Colleges Relations Commission for three-year terms. Dr. Felker has had a distinguished career as an educator in Ontario. From 1950-1963 he served as a teacher, vice-principal and principal, and from 1960-1973 served as General Secretary of the Ontario Secondary School Teachers' Federation. During the next two years he served on Ministerial Committees and since 1975 he has been a self-employed consultant in the field of education.

V. (Bill) Piliotis has been named Director of Field Services, replacing J. A. (Sam) McKeown, who retired in February. Mr. Piliotis, who will join the Commission in May, has been Employee Relations Administrator for the Windsor Board of Education since 1975. He spent the previous two years with the Ministry of Labour as a Research Economist, during which time he conducted research which was used in drafting the School Boards and Teachers Collective Negotiations Act in 1975.

Inquiries concerning this publication or any Commission activities should be addressed to:

The Education Relations
Commission,
111 Avenue Road,
Suite 400,
Toronto, Ontario
M5R 3J8 (416) 922-7679

1983-84 NEGOTIATIONS UPDATE

Settlements: To date there are 27 situations which have negotiated settlements covering the 1983-84 agreement year (10 Elementary, 7 Secondary and 10 RCSS).

Intents to Negotiate: Of the 173 situations which are either not settled for 1982-83 or have agreement expiry dates of August 31, 1983, the Commission has been informed of 145 written letters of intent to negotiate which have been filed for 1983-84 (60 Elementary, 63 Secondary and 22 RCSS).

PUBLICATIONS AVAILABLE

a) Included in this mailing:

- 1982-83 Individual Summaries: 5th Update
- 1983-84 Individual Summaries: Initial Distribution
- 7th Annual Report, 1981-82: English only; French version available by next Overview

b) Available on request:

- Teacher Placement: January 31, 1983

Grid Distributions of teachers, total staff and enrolment by negotiating situation. Includes summary data by Ministry region and board type. Statistics show that, on a province-wide basis, full-time equivalent enrolment has decreased by 45 thousand (from 1,697,618 reported January 1982 to 1,652,595) and full-time equivalent staff has increased by 500 (from 98,655 to 99,141).

• Monograph # 30: Pupil-Teacher Ratios, 1976 - 1982

Based on information gathered by the Ministry of Education in its September School and September Board Reports, a 7-year statistical profile of full-time equivalent enrolment, full-time equivalent school and central office teachers, a computed Pupil-Teacher Ratio (PTR) and absolute and percentage change in enrolment, teachers and PTR, 1976-1982. Statistics are reported by situation within Ministry region by board type. Included are summary data for each year by region and board type. A rank ordering of PTR's by board type is available on request. All data are as of September 30.

• Monograph # 31: Weighted On-Grid Average Salaries 1981-82 and 1982-83

Fifth in a series (see also Monographs #8, #13, #18, and #23), average grid salaries for each cell on the grid weighted by the number of full-time equivalent teachers in each respective grid position, by board type and agreement year.

ERC POLICY REGARDING CHARGES FOR INFORMATION

Persons and organizations utilizing the information services of ERC are reminded that, although there are no charges for publications and reasonable computer analyses, a small administrative cost of 10 cents per page applies to requests for photocopies of collective agreements, fact finder reports, arbitration awards or any other related materials.

ISSN 0226-5508

Teacher Compensation: A Summary and Comparison, 1976-77 and 1981-82

TEACHER COMPENSATION, 1976-77 AND 1981-82

Each year the Education Relations Commission publishes detailed statistics regarding teacher compensation. The following is a summary analysis of the changes in compensation which have occurred over the six-year period 1976-77 to 1981-82.

WEIGHTED AVERAGE COMPENSATION

Comp. (\$)	Elem.		Sec.		RCSS	
	\$	%	\$	%	\$	%
On-grid salaries						
1976-77	16,668	83.8	20,629	86.9	15,899	89.0
1981-82	28,165	84.3	32,679	87.6	27,011	88.9
% Change	69.0		58.4		69.9	
Off-grid salaries						
Principals:						
1976-77	29,868	6.9	34,079	2.3	28,265	4.4
1981-82	43,644	6.1	49,573	2.2	43,032	3.9
% Change	46.1		42.5		52.2	
Vice-principals:						
1976-77	26,687	1.6	29,727	2.7	22,900	0.0
1981-82	38,797	1.5	42,905	2.7	39,076	0.5
% Change	45.4		44.3		70.6	
Coordinators/Consultants:						
1976-77	28,633	0.4	30,034	0.5	26,985	0.1
1981-82	43,431	0.3	43,783	0.4	41,491	0.1
% Change	51.7		45.8		53.8	
Benefits (\$ per Teacher)						
Insured:						
1976-77	317	1.7	416	1.8	343	2.0
1981-82	659	2.1	797	2.2	721	2.5
% Change	107.9		91.6		110.2	
Non-insured:						
1976-77	401	2.2	419	1.8	401	2.3
1981-82	691	2.2	729	2.0	733	2.5
% Change	72.3		74.0		82.8	
Allowances (\$ per Recipient)						
Princ. & V.P.:						
1976-77	3,753	0.4	7,187	0.1	3,971	1.2
1981-82	4,965	0.5	8,719	0.1	5,458	0.9
% Change	32.3		21.3		37.5	
Other Pos. of Resp.:						
1976-77	1,611	0.4	1,772	2.3	1,445	0.3
1981-82	1,692	0.3	2,161	1.8	1,596	0.3
% Change	5.0		22.0		10.4	
Graduate Degree:						
1976-77	592	0.1	814	0.3	575	0.0*
1981-82	644	0.1	861	0.3	706	0.1*
% Change	8.8		7.7		22.8	
Special Ed.:						
1976-77	578	0.1	596	0.0*	677	0.2
1981-82	658	0.1	688	0.0*	804	0.2
% Change	13.8		15.4		18.8	
Total Compensation:						
1976-77	18,413	100.0	22,783	100.0	17,337	100.0
1981-82	30,941	100.0	35,089	100.0	29,413	100.0
% Change	67.5		56.6		69.7	

*Less than 0.1%.

**Includes other off-grid salaries and misc. allow.

ON - GRID SALARIES

Overall on-grid salaries increased by approximately 65% over the five-year period, reaching \$29,540 by 1981-82. In addition to economic adjustments, this increase can be attributed to significant increases in average years of experience and average qualifications for category placement purposes, as illustrated in the following table.

AVERAGE QUALIFICATIONS AND EXPERIENCE

Qual./Exp.	Elem.		RCSS	
Cat. Place. (Max. 7)				
1976-77	4.0	6.2	3.8	
1981-82	4.8	6.4	4.8	
% Change	20.0	3.2	26.3	
Years Exp. (Max. 12)				
1976-77	8.1	8.7	7.5	
1981-82	10.5	10.9	9.4	
% Change	29.6	25.0	25.3	

OFF - GRID SALARIES

With the exception of vice-principals employed by RCSS school boards, teachers in positions of responsibility who were not paid according to the teacher salary grid did not keep pace with their classroom counterparts in terms of salary increases. On a combined-agreement basis average principal salaries were \$44,472 in 1981-82 and average vice-principal salaries were \$41,193.

BENEFITS

The area of employee benefits experienced the most dramatic increases over the six-year period. On an overall basis, school board expenditures on insured and non-insured benefits (excluding pensions) increased by 87.8%, amounting to \$1,437/teacher in 1981-82.

ALLOWANCES

Relatively moderate increases were experienced in allowances paid to teachers in positions of responsibility. On a combined agreement basis, average allowances in 1981-82 were \$6,734 for principals and \$3,255 for vice-principals. The number of recipients of principal and vice-principal allowances remained almost constant over the six-year period.

The average graduate degree allowance increased by just 8.7% over the six-year period although the number of recipients of these degrees increased significantly (Elem. by 58%, Sec. by 33.2%, and RCSS by 195.8%). The average allowance received in 1981-82 was \$661.

Recipients of special education allowances increased by at least 35% in Secondary and RCSS situations. A 13.6% decline in the Elementary panel may be attributed in part to the recognition of these qualifications through QECO. Average allowances received increased by about 14 - 19% and stood at \$721 in 1981-82.

TOTAL COMPENSATION

Average total compensation received by teachers increased 63% over the six-year period, reaching \$32,263 by 1981-82.

Compensation statistics by negotiating situation for the years 1978-79 to 1981-82 have been compiled in the Commission's Monographs #12, 18, 22, and 28, available on request.

Overview

TABLE 1 Average Annualized On-Grid Salary* Dollar and Percentage Increases, 1982-83 over 1981-82 (Weighted by the January 1982 Grid Distributions) by Term of Agreement/Year in Effect and by Month of Settlement

	Elementary			Secondary			RCSS			All Agreements		
	%	\$	n	%	\$	n	%	\$	n	%	\$	n
Term of Agreement/Year in Effect												
One Year												
COLA	9.4	2,499	1	10.0	3,156	1	-	-	-	9.7	2,782	2
No COLA	10.0	2,828	40	10.0	3,266	33	10.8	2,892	26	10.2	2,961	99
Total	10.0	2,821	41	10.0	3,263	34	10.8	2,892	26	10.2	2,958	101
1st of 2-Yr												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	10.1	2,835	12	12.7	4,035	5	9.7	2,624	8	10.6	3,019	25
Total	10.1	2,835	12	12.7	4,035	5	9.7	2,624	8	10.6	3,019	25
1st of 3-Yr												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-	-
2nd of 2-Yr												
COLA	11.5	3,195	8	11.6	3,793	7	10.5	3,034	2	11.5	3,435	17
No COLA	10.3	2,812	7	11.1	3,617	9	11.5	3,119	10	11.1	3,208	26
Total	10.8	2,968	15	11.3	3,671	16	11.4	3,113	12	11.2	3,269	43
2nd of 3-Yr												
COLA	-	-	-	4.8	1,632	1	7.0	1,692	1	5.1	1,639	2
No COLA	-	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	4.8	1,632	1	7.0	1,692	1	5.1	1,639	2
3rd of 3-Yr												
COLA	-	-	-	-	-	-	-	-	-	-	-	-
No COLA	14.4	3,947	1	-	-	-	-	-	-	14.4	3,947	1
Total	14.4	3,947	1	-	-	-	-	-	-	14.4	3,947	1
All Agreements												
COLA	11.2	3,088	9	10.1	3,277	9	9.9	2,778	3	10.5	3,156	21
No COLA	10.4	2,910	60	10.6	3,430	47	10.8	2,911	44	10.6	3,049	151
Total	10.5	2,926	69	10.5	3,408	56	10.8	2,908	47	10.6	3,058	172
Month of Settlement**												
January-May	11.5	3,089	7	12.7	4,002	1	11.8	2,964	4	11.6	3,066	12
June	11.6	3,152	15	11.4	3,654	13	10.5	2,860	16	11.0	3,111	44
July	10.6	2,929	1	12.0	3,861	3	-	-	-	11.5	3,541	4
August	-	-	-	-	-	-	-	-	-	-	-	-
September	10.6	2,851	9	10.6	3,412	5	11.4	2,957	9	11.0	2,977	23
October	9.0	2,748	1	9.2	3,094	3	10.0	2,723	2	9.5	2,853	6
November	9.4	2,595	5	14.2	4,504	3	9.0	2,317	1	10.6	3,069	9
December	9.0	2,687	8	9.0	3,017	2	9.0	2,304	1	9.0	2,752	11
January or later	9.6	2,660	7	9.1	2,964	9	8.0	2,180	1	9.3	2,807	17
Total	10.0	2,823	53	10.4	3,360	39	10.6	2,837	34	10.3	2,967	126

*Excluding increment and cost of living (COL) payments.

**Includes only those agreements for situations bargaining in the 1982-83 round of negotiations. Figures are subject to change.

TABLE 2 Unweighted Average (Mean) Minimum and Maximum Teacher Salaries by Board Type, Qualifications, Category/Group and Number of Years to Maximum

Category D				Category C				Category B			
Yrs. to Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.	R.C.S.S. Min. Max.	Elem. Min.	Max.	R.C.S.S. Min.	Max.	
4	18,042	22,589	(1)*								
5	14,388	19,830	(16)	14,375	19,457	(4)					
6	14,711	20,264	(28)	14,677	20,440	(26)	17,680	25,319	(2)		
7	14,402	21,702	(14)	14,480	21,011	(10)	15,595	23,431	(8)	15,587	23,791
8	16,285	23,011	(6)	15,823	21,908	(4)	15,977	24,106	(24)	15,768	23,640
9	15,500	21,625	(1)	14,324	21,951	(32)	15,060	24,528	(21)	17,159	27,224
10				14,220	22,514	(2)	16,105	24,048	(7)	17,004	27,982
11							16,196	25,842	(1)	16,812	27,307
12										17,355	28,456
Average 14,771				20,769	14,680	20,723	15,935	24,282	15,756	24,085	17,002
										27,652	17,029
											27,377

Category A1/Group 1				Category A2/Group 2							
Yrs. to Max.	Elem. Min.	Max.	Sec. Min. Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.
9	21,422	33,392	(3)	19,267	32,365	(3)	21,669	34,873	(2)	20,508	33,770
10	19,240	32,046	(34)	19,639	32,437	(27)	19,134	31,097	(19)	20,353	34,008
11	18,821	31,818	(28)	19,249	32,147	(22)	18,486	31,674	(18)	19,832	33,882
12	18,468	32,485	(4)	18,588	33,197	(4)	18,610	31,789	(10)	18,965	33,460
13										19,676	33,911
Average 19,120				32,037	19,391	32,374	18,774	31,465	19,973	33,908	20,260
										34,244	19,756
											33,573

Category A3/Group 3				Category A4/Group 4							
Yrs. to Max.	Elem. Min.	Max.	Sec. Min. Max.	R.C.S.S. Min.	Max.	Elem. Min.	Max.	Sec. Min.	Max.	R.C.S.S. Min.	Max.
9	24,014	38,121	(1)	21,514	36,267	(1)	24,933	39,820	(1)	22,434	38,001
10	22,375	37,630	(16)	22,229	38,261	(11)	21,420	36,885	(7)	23,050	40,077
11	21,445	37,447	(29)	22,073	38,183	(27)	21,535	36,687	(15)	22,944	40,077
12	21,626	37,762	(20)	21,790	38,207	(13)	21,576	37,305	(21)	22,625	40,089
13	20,313	36,953	(3)	21,804	37,390	(4)	20,194	37,082	(3)	21,740	39,534
14							22,464	37,409	(1)	26,967	39,494
Average 21,701				37,569	22,009	38,113	21,470	37,033	22,868	40,029	23,151
										40,563	22,728
											39,375

* Number of Grids.

Notes:

1. Salaries have not been weighted by the distribution of teachers on the grid.

2. Split grids are annualized; if the number of years to reach max. changes, table reflects the greater number.

TABLE 3 Method of Category Placement-Qualifications Evaluation Council of Ontario (OECC)

OECC Programme*	Elem. No.	%	RCSS No.	%
OECC 2	5	9.8	1	3.2
OECC 2 + 4	1	2.0	-	0.0
OECC 3	35	68.5	24	77.4
OECC 3 with \$ Qual.	1	2.0	-	0.0
OECC 4	3	5.9	2	6.5
OECC 4 with \$ Qual.	-	0.0	1	3.2
Outlined in Agree.	6	11.8	3	9.7
Agreements	51	100.0	31	100.0

*May be supplemented through modifications and/or exemptions or may be specific OECC Programme.

TABLE 4 Method of Category Placement-Ontario Secondary School Teachers' Federation (OSSTF)

OSSTF Certification*	Sec. No.	%
OSSTF 5	2	4.4
OSSTF 6	38	84.5
Not Specified	5	11.1
Agreements	45	100.0

*May be supplemented through modifications and/or exemptions.

TABLE 5 Method of Payment of Principals' Salaries

Method of Payment	Elem. No.	%	Sec. No.	%	RCSS No.	%
Grid + Allowance	22	43.1	-	0.0	21	67.8
Criteria:						
No Diff.	12	-	-	1		
Sch. Type/Size	6	-	-	5		
Sch. Type/Size and Exp.	1	-	-	3		
Sch. Type/Size and Qual.	1	-	-	2		
Other	2	-	-	2		
Separate Grid	24	47.1	44	97.8	9	29.0
Criteria:						
Yrs. Exp.	15	35	-	1		
Sch. Type/Size and Qual.	1	-	-	1		
Sch. Type/Size and Exp.	4	8	-	-		
Sch. Type/Size and Qual.	4	-	-	6		
Other	-	-	1	1		
Tch. and Sep. Grids	4	7.8	-	0.0	1	3.2
Flat \$ Amount	1	2.0	1	2.2	-	0.0
Agreements	51	100.0	45	100.0	31	100.0

TABLE 6 Cost of Living (COL) Provision

COL Provision	Elem. No.	%	Sec. No.	%	RCSS No.	%
All Agreements	8	15.7	9	20.0	4	12.9
Allowance Only	5	4	-	-	1	-
Fold-In Only	-	-	-	-	1	-
Allow. and Fold-In	3	5	-	-	2	-
1 Yr or 1st Yr of Multi-Yr Agreements	-	-	1	-	-	-
No Provision	43	84.3	36	80.0	27	87.1
Agreements	51	100.0	45	100.0	31	100.0

*Adjustment to salary grid.

TABLE 7 Master's Degree Allowance

Degree Allowance	Elem. No.	%	Sec. No.	%	RCSS No.	%
Less than \$500	1	2.0	2	4.4	1	3.2
\$500-\$499	4	7.8	6	13.3	2	6.5
\$500-\$599	1	2.0	3	6.7	1	3.2
\$600-\$649	9	17.6	4	8.9	-	0.0
\$650-\$699	4	7.8	6	13.3	-	0.0
\$700-\$749	11	21.6	8	17.8	1	3.2
\$750-\$899	4	7.8	12	26.7	1	3.2
\$900 or more	2	3.9	3	6.7	-	0.0
No Allowance	15	29.5	1	2.2	25	80.7
Agreements	51	100.0	45	100.0	31	100.0

TABLE 8 Method of Payment of Vice-Principals' Salaries

Method of Payment	Elem. No.	%	Sec. No.	%	RCSS No.	%
Grid + Allowance	37	72.6	-	0.0	27	87.1
Criteria:						
No Diff.	17	-	-	8		
Yrs. of Exp.	11	-	-	4		
Sch. Type/Size	7	-	-	11		
Sch. Type/Size and Exp.	-	-	-	2		
Sch. Type/Size and Qual.	2	-	-	1		
Other	-	-	-	-		
Separate Grid	10	19.6	41	91.1	1	3.2
Criteria:						
Yrs. Exp.	8	41	-	-		
Yrs. Exp. and Qual.	2	-	-	-		
Tch. and Sep. Grids	-	0.0	-	0.0	-	0.0
Flat \$ Amount	-	0.0	1	2.2	-	0.0
Not Specified	4	7.8	3	6.7	3	9.7
Agreements	51	100.0	45	100.0	31	100.0

TABLE 9 Board Subsidization of Employee Benefit Plans

Board Subsid. (%)	Elem. No.	%	Sec. No.	%	RCSS No.	%
a) OHIP						
0*	1	2.0	1	2.2	1	3.2
50	-	0.0	1	2.2	-	0.0
75	12	23.5	7	15.7	1	3.2
80	7	13.7	6	13.3	6	19.4
85	7	13.7	5	11.1	7	22.6
90, 91	6	11.8	6	13.3	4	12.9
95	1	2.0	-	0.0	2	6.5
100	16	31.3	18	40.0	10	32.2
Flat % Amt.	1	2.0	1	2.2	-	0.0

b) Extended Health

75	6	11.8	2	4.4	3	9.7
80	4	7.8	4	8.9	5	16.1
85	7	13.7	5	11.1	5	16.1
90	4	7.8	4	8.9	4	12.9
95	1	2.0	-	0.0	-	0.0
100	23	45.1	24	53.4	10	32.3
Flat % Amt.	1	2.0	1	2.2	-	0.0
No Plan	5	9.8	5	11.1	3	9.7

c) Dental

0*	-	0.0	1	2.2	-	0.0
50, 60	9	17.6	4	8.9	5	16.1
70	1	2.0	-	0.0	2	6.5
75	7	13.7	6	13.3	5	16.1
80	5	9.8	6	13.3	2	6.5
85	6	11.8	4	8.9	5	16.1
90	4	7.8	3	6.7	4	12.9
95	-	0.0	0	0.0	1	3.2
100	14	27.5	17	37.8	6	19.4
Flat % Amt.	2	3.9	1	2.2	-	0.0
No Plan	5	9.8	3	6.7	1	3.2

d) Long-Term Disability

0*	22	43.0	21	46.7	18	58.0
50-70	2	3.9	3	6.7	2	6.5
75	3	5.9	2	4.4	1	3.2
80	1	2.0	-	0.0	2	6.5
85	2	3.9	2	4.4	1	3.2
90	1	2.0	1	2.2	-	0.0
95	-	0.0	-	0.0	1	3.2
100	6	11.8	7	15.6	2	6.5
Flat % Amt.	-	0.0	1	2.2	-	0.0
No Plan	14	27.5	9	20.0	4	12.9

e) Group Life Insurance

0*	-	0.0	1	2.2	-	0.0
40, 50	2	3.9	2	4.4	1	3.2
60, 67	3	5.9	2	4.4	1	3.2
70, 75	6	11.8	3	6.7	5	16.1
80, 85	7	13.7	4	8.9	7	22.6
90, 95	3	5.9	2	4.4	3	9.7
100	29	56.0	30	66.8	14	45.2
Flat % Amt.	1	2.0	1	2.2	-	0.0

f) Limitation on Employee Benefit Subsidy

33	64.7	28	62.2	17	54.8
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*Plan exists; Board does not contribute towards payment of premium.

TABLE 10 Retirement Gratuity

Retirement Gratuity	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	48	94.1	42	93.3	27	87.1
Payment Crit.:						
Superann. Only	23		23		18	
Bd. Discretion	6		4		1	
Leaving Prof.	4		4		2	
Spec. Age	11		13		6	
Other	19		13		4	
3		2		1		
Min. Ser. Req'd:						
1 Yr. Unspec.			9		5	
No Min.	13		8		2	
5, 7	7		8		2	
10, 12	27		25		14	
15-20	1		-		6	
Payable to Estate	42		40		23	
Death Benefit	5		1		4	
Phasing Out	7		2		4	
Other Limitation	10		5		10	
No Provision	3	5.9	3	6.7	4	12.9
Agreements	51	100.0	45	100.0	31	100.0

*Not mutually exclusive.

TABLE 11 Cumulative Sick Leave (C.S.L.)*

C.S.L.	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	51	100.0	44	97.8	31	100.0
Max. Days Acc.:						
200-219	13		11		7	
220-239	10		7		12	
240-299	13		13		9	
300, 400	8		8		3	
No Max.	10		5		1	
Varies	-		2		-	
No Accum.	1		-		1	
No Provision	-	0.0	1	2.2	-	0.0
Agreements	51	100.0	45	100.0	31	100.0

*For sick leave purposes.

TABLE 12 Extended Leave of Absence

Leave of Absence	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	39	76.5	35	77.8	23	74.2
Min. Serv. Req'd:						
3, 5	4		5		1	
1	1		2		3	
8*	-		-		2	
Not Specified	34		28		17	
No Provision	12	23.5	10	22.2	8	25.8
Agreements	51	100.0	45	100.0	31	100.0

TABLE 13 Sabbatical Leave*

Sabbatical Leave	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	44	86.3	38	84.4	28	90.3
Min. Serv. Req'd:						
3, 5	14		15		8	
6	11		14		14	
7	13		14		14	
10	1		4		4	
Not Spec.	5		4		4	
Basic Salary (%):						
50-70	9		9		6	
75	17		17		14	
80	11		5		2	
85-100	2		4		1	
Other	3		1		3	
Not Spec.	2		2		2	
Subseq. Serv. Req'd:						
1, 2	11		6		5	
3, 5	25		25		20	
Other	4		5		1	
Not Spec.	4		2		2	
Det. of Max. No. of Leaves Spec.:						
% of Staff	10		2		1	
# of Staff	23		3		8	
Bd. Discretion	3		3		17	
Other	7		12		1	
No Provision	7	13.7	7	15.6	3	9.7
Agreements	51	100.0	45	100.0	31	100.0

*Provision with longest specified period of absence.

TABLE 14 Maternity, Adoption and Paternity Leaves

Leave Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
a) Maternity*	42	82.4	30	66.7	22	71.0
Max. Leave:						
2 Sch. Yrs.	9		3		3	
2 Sch. Yrs.	25		18		8	
Other	8		9		11	
b) Adoption	43	84.3	38	84.4	28	90.3
c) Paternity	28	54.9	21	46.7	24	77.4
Agreements	51	100.0	45	100.0	31	100.0

*Beyond provisions of Employment Standards Act.

TABLE 15 Negotiations and Federation Business Leaves

Leave Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
Long-term Fed. Bus.*	25	49.0	27	60.0	14	45.2
Short-term Fed. Bus.	21	41.2	17	37.8	21	67.7
Negotiations	13	25.5	10	22.2	7	22.6
Agreements	51	100.0	45	100.0	31	100.0

*Defined as 6 or more days.

TABLE 16 Class Size, Pupil-Teacher Ratio (P.T.R.)

Class Size, P.T.R.	Elem. No.	%	Sec. No.	%	RCSS No.	%
a) Class Size	20	39.2	21	46.7	9	29.0
Status: Mandatory Guideline	7		7		5	
13	13		14		4	
Spec. No.: One	4		-		4	
More than One	6		15		1	
Combination	5		5		1	
No Class Size	31	60.8	24	53.3	22	71.0
b) P.T.R.	27	52.9	33	73.3	10	32.3
Status: Mandatory Guideline	27		31		7	
-	-		2		3	
Spec. No.: One	15		19		4	
More than One	9		12		2	
No P.T.R.	24	47.1	12	26.7	21	67.7
Agreements	51	100.0	45	100.0	31	100.0

TABLE 17 Workload Provisions

Workload Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
Teachers	30	58.8	35	77.8	16	51.6
Instruct. Load	17		30		4	
Noon-Time Superv.:						
Req'd	2		-		-	
Exempt.	7		1		1	
Both	15		1		7	
Other Superv.:						
Req'd	7		6		2	
Exempt.	1		-		-	
Both	10		13		6	
Principals	15	29.4	3	6.7	10	32.3
Vice-Principals	14	27.5	3	6.7	5	16.1
Other Pos. of Resp.	6	11.8	22	48.9	4	12.9
Agreements	51	100.0	45	100.0	31	100.0

TABLE 18 Staff Allocation Provisions

Staff Alloc. Provisions	Elem. No.	%	Sec. No.	%	RCSS No.	%
Principals	4	7.8	17	37.8	7	22.6
Vice-Princ.	21	41.2	20	44.4	11	35.5
Other Pos. of Resp.	6	11.8	33	73.3	1	3.2
Guide, Teachers	2	3.9	32	71.1	2	6.5
Para-Prof.	17	33.3	-	0.0	10	33.3
Secret'l Ass't.	11	21.6	2	4.4	4	12.9
Agreements	51	100.0	45	100.0	31	100.0

TABLE 19 Surplus/Redundancy

Surplus/Redundancy	Elem. No.	%	Sec. No.	%	RCSS No.	%
Provision	49	96.1	44	97.8	31	100.0
Factors Considered:*						
Seniority:	49		42		31	
Consec. Bd. Exp.	32		33		29	
Total Bd. Exp.	47		36		16	
Total Exp.	40		22		-	
Other	44		29		11	
Type of Contract	37		31		27	
Qualifications	48		42		31	
Effectiveness	4		5		11	
Board Discret.	49		43		31	
Other	2		3		6	
Accommodation:*						
Priority Transfer	49		43		29	
Ltm. Displace.	17		14		-	
Unlim. Displace.	7		6		3	
Priority Reloc.	12		21		1	
Options in Lieu of Layoff:*						
Perm. Supply	17		21		-	
Retraining	3		10		-	
Sabbatical	1		3		-	
Spec. Assign.	2		3		-	
Br. Aff.-	-		4		-	
Spous. Plan	-		4		-	
Leave of Abs.	5		10		-	
Def. Salary**	31		30		20	
Red. Teaching	16		16		6	
Options at Layoff:*						
Priority Summer/						
Occ./Night School	2		11		-	
Priority Supply	13		17		8	
Priority Recall	43		37		29	
Separation Allow.	22		25		1	
Early Retire.**	7		16		2	
Other options	1		7		2	
No Provision	2	3.9	1	2.2	-	0.0
Agreements	51	100.0	45	100.0	31	100.0

*Not mutually exclusive.

**Not necessarily in Surplus/Redundancy Provision

TABLE 20 Vacancy/Transfer

Vacancy/Transfer	Elem. No.	%	Sec. No.	%	RCSS No.	%
Vacancy						
Teachers:	29	56.9	22	48.9	18	58.1
Adv. Int. Posting	18		10		6	
Seniority Consid.	14		10		6	
Pos. of Resp.:	29	56.9	26	57.8	17	54.8
Adv. Int. Posting	16		10		8	
Seniority Consid.	11		11		6	
Transfer	32	62.7	27	60.0	19	61.3
Teacher-Req.	30		26		19	
Board-Initiated	44		39		28	
Reloc. Allow.	10		11		6	
New Positions	25	49.0	23	51.1	17	54.8
Teacher/Bd. Discussion	19		21		13	
Agreements	51	100.0	45	100.0	31	100.0

TABLE 21 Number and Term of Agreements Included in this Overview

Agreements	Elem. (1) (2)	Sec. (1) (2)	RCSS (1) (2)
Total Possible	76	76	76
Included in Summary	69	51	45
Term:			
1-Yr	41	26	34
1st Yr of 2-Yr	12	9	5
2nd Yr of 2-Yr	15	15	16
1st Yr of 3-Yr	-	-	-
2nd Yr of 3-Yr	-	-	1
3rd Yr of 3-Yr	1	1	-

(1) Salary grid data only (2) All data

TABLE 22 List of Agreements Included in the Overview by Agreement Code Number

Elementary	Secondary										R.C.S.S.									
001	013	026	039	053*	065*#	078	090	103	116											
002*	014	027	040	054*	066	091	104*	117*			143	155	167#	179	191					
003	028*	041	054	067				105	118	131	144*#	156	168	180*	192*					
004*#	016	029	042	055*	068#		093*#	106	119	132	145	158	170*	182	194					
005*	030	043	056	069		082#		107*	120	133	146	159	171*	183	195					
006	018	031	044*#	057#	070	083	095	108#		134#	147	160	172	184	196					
007*	019	032*#	045	058	071	084*	096		110	122	135*	148	161*	173	185*	197*				
008	020*	033*	046	059	072	085			112	124		149	162*	174	186*	198				
009#	021	034*	047	060	073		098#	111*			150		163*	175	187					
010*	022	035	048#	074*			099	112			151	164*	176	188*	200*					
011	036	049	062	075		088	100#	113	126		152*#	165	177	189	201					
012#			037	050	063	076*	089*#	114	127	140	153	166	178*	190*#	202					
	025*#	038*#	051	064			102#	115*		141										

*Teacher salary grid data only. #Additions.